

STUDENT WARNING: This course syllabus is from a previous semester archive and serves only as a preparatory reference. Please use this syllabus as a reference only until the professor opens the classroom and you have access to the updated course syllabus. Please do NOT purchase any books or start any work based on this syllabus; this syllabus may NOT be the one that your individual instructor uses for a course that has not yet started. If you need to verify course textbooks, please refer to the online course description through your student portal. This syllabus is proprietary material of APUS.

American Public University System

The Ultimate Advantage is an Educated Mind

School: Management
Course Number: HRMT416
Course Name: Human Resources Development
Credit Hours: 3
Length of Course: 8 Weeks
Prerequisite: None

Please see the **Lessons** area in the classroom for additional course specific information

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Course Description (Catalog)

Training and development is no longer an option for organizations – continuous learning has become an essential requirement for those companies that wish to sustain market share and compete successfully in the marketplace. This course provides a comprehensive overview of the training and development function and is applicable to all organizations and jobs. Training methods, theories, research findings, and issues regarding training, employee development, and the career management function in organizations are explored.

Course Scope

To provide students with an understanding of Human Resources Development (HRD) and illustrate how HRD interrelates within the scope of the organization, employee workers, and management. Additionally, the course focuses on the management of employees within the laws and regulations set forth by the federal, local and state governments.

Course Materials

Required Course Textbooks

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Werner, J., & DeSimone, R. (2009). *Human Resource Development* (5th ed.). Mason, OH: South-Western Cengage Learning.

The VitalSource e-book is provided via the APUS Bookstore. Please visit <http://apus.libguides.com/bookstore> for more information.

Required Readings

See Course Outline

Additional Resources

In the Resources Section, there are additional course materials, to include weekly lecture notes and Power Point presentations, as well as up-to-date APA Reference Materials.

Websites

In addition to the required course texts the following public domain Websites are useful. Please abide by the university's academic honesty policy when using Internet sources as well. Note Web site addresses are subject to change.

Site Name	Website URL/Address
American Society for Training and Development	www.astd.org
APUS Online Library	http://apus.campusguides.com/index.php
Society for Human Resource Management	www.shrm.org
World at Work	www.worldatwork.org
Workforce Management	www.workforce.com

Course Objectives

After successfully completing this course, you will be able to:

LO1: Describe how HRD linked to the overall goals and strategies of an organization.

LO2: Identify the major external and internal factors that influence employee behavior.

LO3: Describe the role that learning styles, learning strategies, and perceptual preferences play in learning.

- LO4: Determine when various training techniques are more or less effective, depending on the situation.

LO5: Describe the activities involved in implementing an HRD program.

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- LO6: Discuss the various types of training evaluation processes.
- LO7: Explain the socialization process.
- LO8: Analyze coaching and performance management.
- LO9: Explain the career development process.
- LO10: Explain specific ways that management development can be/is linked to organizational performance and improvement.
- LO11: Identify the various forms of discrimination, and the effects on organizations.

Course Outline

This course to introduce you to the core and advanced concepts of Human Resources Development (HRD) and through conceptual and experiential approaches we will explore this subject and learn to apply the theories you discover here to your current, previous, or future organization(s).

8-Week Course Outline

Week	Topic(s)	Learning Objective(s)	Reading(s)	Assignment(s)
1	Introduction to HRD ~ Employee Behavior	LO1: Describe how HRD is linked to the overall goals and strategies of an organization. LO2: Identify the major external and internal factors that influence employee behavior.	Chapters 1 & 2 of text	Forums Introduction & Forum 1, discussions with 2 students.
2	HRD & Learning and Assessing HRD Needs	LO3: Describe the role that learning styles, learning strategies, and perceptual preferences play in learning. LO4: Determine when various training techniques are more or less effective, depending on the situation.	Chapters 3 & 4 of text	Forum2, discussion with 2 students Quiz Week 2
3	Designing HRD Programs ~ Implementing HRD Programs	LO5: Explain the activities involved in implementing an HRD program.	Chapters 5 & 6 of text	Forum 3, discussion with 2 students Research Assignment #1

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4	Evaluating HRD Programs ~ Employee Socialization & Orientation	LO6: Discuss the various types of training evaluation and various methods of data collection that can influence the effectiveness of training and development programs and processes. LO7: Describe employee socialization processes.	Chapters 7 & 8 of text	Forum Discussion 4, discussion with 2 students Quiz Week 4
5	Skills & Technical Training ~ Coaching & Performance Management	LO8: Define coaching and performance management.	Chapters 9 & 10 of text	Forum Discussion 5, discussion with 2 students Research Assignment #2 Continue work on Final Project.
6	Employee Counseling & Wellness ~ Career Management & Development	LO9: Explain the career development process.	Chapters 11 & 12 of text	Forum Discussion 6, discussion with 2 students Quiz Week 6
7	Management Development ~ Organizational Development & Change	LO10: Explain specific ways that management development can be/is linked to organizational performance and improvement.	Chapters 13 & 14 of text	Forum Discussion 7 discussion with 2 students
8	HRD & Diversity	LO11: Identify the various forms of discrimination, and how HRD programs and processes can help to reduce these effects.	Chapter 15 of text	Forum Discussion 8 discussion with 2 students Final project week

Course Delivery Method

This course delivered via distance learning will enable students to complete academic work in a flexible manner, completely online. Course materials and access to an online learning management system will be made available to each student. Online assignments are due by Sunday evening of the week as noted and include Forum questions (accomplished in groups through a threaded forum), examination, and individual assignments submitted for review by

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the Faculty Member). Assigned faculty will support the students throughout this eight-week course.

Policies

Please see the [Student Handbook](#) to reference all University policies. Quick links to frequently asked question about policies are listed below.

[Drop/Withdrawal Policy](#)

[Plagiarism Policy](#)

[Extension Process and Policy](#)

[Disability Accommodations](#)

Grading Scale

Please see the [Student Handbook](#) to reference the University's [grading scale](#).

Citation and Reference Style

Attention Please: Students will follow the APA Format as the sole citation and reference style used in written work submitted as part of coursework to the University. Assignments completed in a narrative essay or composition format must follow the citation style cited in the APA Format.

Late Assignments

Students are expected to submit classroom assignments by the posted due date and to complete the course according to the published class schedule. The due date for each assignment is listed under each Assignment. As adults, students, and working professionals, I understand you must manage competing demands on your time. We all know that "life happens" but it is important to adhere as closely to the deadlines in the class as possible.

Should you need additional time to complete an assignment, please contact me before the due date so we can discuss the situation and determine an acceptable resolution. If arrangements are not made in advance, a late penalty of 10% will be assessed for any assignment submitted 1-7 days past the due date. Assignments will not be accepted after the 7th day. No work will be accepted past the final day of class.

Netiquette

Online universities promote the advancement of knowledge through positive and constructive debate – both inside and outside the classroom. Forums on the Internet, however, can occasionally degenerate into needless insults and "flaming." Such activity and the loss of good manners are not acceptable in a university setting – basic academic rules of good behavior and

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proper “Netiquette” must persist. Remember that you are in a place for the rewards and excitement of learning which does not include descent to personal attacks or student attempts to stifle the Forum of others.

- **Technology Limitations:** While you should feel free to explore the full-range of creative composition in your formal papers, keep e-mail layouts simple. The Sakai classroom may not fully support MIME or HTML encoded messages, which means that bold face, italics, underlining, and a variety of color-coding or other visual effects will not translate in your e-mail messages.
- **Humor Note:** Despite the best of intentions, jokes and especially satire can easily get lost or taken seriously. If you feel the need for humor, you may wish to add “emoticons” to help alert your readers: ;-), :), ☺

Disclaimer Statement

Course content may vary from the outline to meet the needs of this particular group.

Academic Services

The Online Library is available to enrolled students and faculty from inside the electronic campus. This is your starting point for access to online books, subscription periodicals, and Web resources that are designed to support your classes and generally not available through search engines on the open Web. In addition, the Online Library provides access to special learning resources, which the University has contracted to assist with your studies. Questions can be directed to librarian@apus.edu.

- **Charles Town Library and Inter Library Loan:** The University maintains a special library with a limited number of supporting volumes, collection of our professors’ publication, and services to search and borrow research books and articles from other libraries.
- **Electronic Books:** You can use the online library to uncover and download over 50,000 titles, which have been scanned and made available in electronic format.
- **Electronic Journals:** The University provides access to over 12,000 journals, which are available in electronic form and only through limited subscription services.
- **Tutor.com:** AMU and APU Civilian & Coast Guard students are eligible for 10 free hours of tutoring provided by APUS. Tutor.com connects you with a professional tutor online 24/7 to provide help with assignments, studying, test prep, resume writing, and more. Tutor.com is tutoring the way it was meant to be. You get expert tutoring whenever you need help, and you work one-to-one with your tutor in your online classroom on your specific problem until it is done.
- **Disability Accommodations:** Students are encouraged email dsa@apus.edu to discuss potential academic accommodations and begin the review process.

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Request a Library Guide for your course (<http://apus.libguides.com/index.php>)

The AMU/APU Library Guides provide access to collections of trusted sites on the Open Web and licensed resources on the Deep Web. The following are specially tailored for academic research at APUS:

- Program Portals contain topical and methodological resources to help launch general research in the degree program. To locate, search by department name, or navigate by school.
- Course Lib-Guides narrow the focus to relevant resources for the corresponding course. To locate, search by class code (e.g., SOCI111), or class name.

If a guide you need is not available yet, please email the APUS Library: librarian@apus.edu.

Turnitin.com

Faculty may require assignments be submitted to Turnitin.com. Turnitin.com will analyze a paper and report instances of potential plagiarism for the student to edit before submitting it for a grade. In some cases professors may require students to use Turnitin.com. This is automatically processed through the Assignments area of the course.